Regulations on General Policy for reorganisations

Please see Article 9.5 of the Collective Labour Agreement for Dutch Universities (CAO NU)

Introduction

The guiding principle for this General Policy for reorganisations shall be the Reorganisations chapter of the CAO NU, the Higher Education and Research Act (WHW) and the Regulations governing the employees' consultative bodies. Another point of departure shall be that reorganisations should be decentralised as much as possible to avoid duplication in discussions (both central and decentralised) on the same matter.

Section 1 The mandatary will draft a reorganisation proposal. The mandatary will inform the Faculty Council/employees’ consultative body in writing. The Executive Board will inform the University Labour Representation Board.

Section 2 The mandatary will draw up a draft Reorganisation plan and a Social policy plan will be drafted in due consideration of the Social Policy Framework for Reorganisations (SBK). The mandatary shall consult with the Executive Board on this matter. Thereafter, the mandatary shall submit the draft Reorganisation plan and draft Social policy plan to the Faculty Council/employees’ consultative body and request that the staff representatives of the Faculty Council or the employees’ consultative body issue an opinion on the draft Reorganisation plan.

Section 3 The mandatary shall adopt the Reorganisation plan and shall submit the plan, accompanied by the opinion of the Faculty Council or the employees’ consultative body, as well as the draft Social policy plan (including any response provided by the staff representatives of the Faculty Council or the employees’ consultative body), to the Executive Board.

Section 4 Subsequently, consultations will take place between the Executive Board and the employee organisations within the University Labour Representation Board regarding the utility and necessity of the reorganisation on the basis of the Reorganisation plan. The consultations will discuss how the far-reaching effects on the legal status of the relevant employees are to be dealt with. Thereafter, the parties should reach an agreement on the content of the Social policy plan.

Section 5 The mandatary will draw up the draft Implementation plan and will submit it to the staff representatives of the Faculty Council/employees’ consultative board for approval.

Section 6 The mandatary will draw up the draft Personnel plan. Employees will be informed of the expected effects on the legal status of individual employees and shall have the opportunity to share their response.

Section 7 The mandatary shall adopt the Personnel plan and will implement the plan.

Appendices:

1. Formats:
   a. Reorganisation proposal
   b. Reorganisation plan
   c. Implementation plan
   d. Personnel plan
These regulations, as amended in consultation with the University Labour Representation Board on 4 December 2019, shall come into force on 31 December 2019 and will replace the previous regulations.